

Race and Ethnicity in the Workplace



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Learnex Ventures

- Mission Statement
 - We are a group that strives to educate on and improve the hiring of racially diverse populations. Our mission is to research the correlation between companies and their diversity strategies and how it results in their overall success.
- Our goal today
 - Inform, compare, and prepare you for the future
 - Skills to increase Racial Diversity



History

- History of workplace statistics
 - U.S. Bureau of Labor Statistics
 - Hypothesis
- Legal standpoint of the workplace
 - Title VII of the Civil Rights Act of 1964
- 1980 statistics and Presidential Election
 - Cut funding
 - Controversy
 - Little movement in racial employment segregation in 43 years
- Why we do what we do





Hotelopolis

- Lack of diversity (since opening)
 - Hiring techniques
 - Lack of trust/community within employees
- 76% White, 13% Black, 7% Asian, 3% American Indians and Alaska Natives, and 1% Native Hawaiians and Other Pacific Islanders



Ex-Employee #21 and Ex-Employee #46

“For years, I have spent more time being discriminated against by my own peers for the way I look and for who I am rather than actually working with my team collectively. It is unfortunate that the circumstances within this establishment is unwelcoming to people from minority groups, such as myself.”

“My time at the office was horrifying! Every day I walked past people, I would be called slurs to my face and behind my back. This is not acceptable for any working environment. The boss does NOTHING - even after confronting him about this problem.”

Atlantis Hotel



- Diversity and Equity committee
 - Works with employees
 - Provides opportunities for growth and development with Diversity in the workplace
- Statistics
 - Workforce: 53% African American, 25% White, and 22% other races
 - Executive Board: 38% were African American, 35% were White, and 27% were other races
- Out of office efforts
 - Career fairs and LinkedIn page information



Current Employee #17 and Current Employee #35

#17- “The Atlantis Hotel has been one of the most diverse and welcoming companies I have ever working for or visited. Everyone involved in the company from the from the front desk to the executive board has never made me feel anything but welcome and included in the workspace.”

#35- “The Atlantis Hotel works towards racial diversity and equity in many different ways within the work environment. The trainings that are required through the Diversity committee are very helpful when it comes to creating that welcoming environment that you feel when you walk into the workspace.”

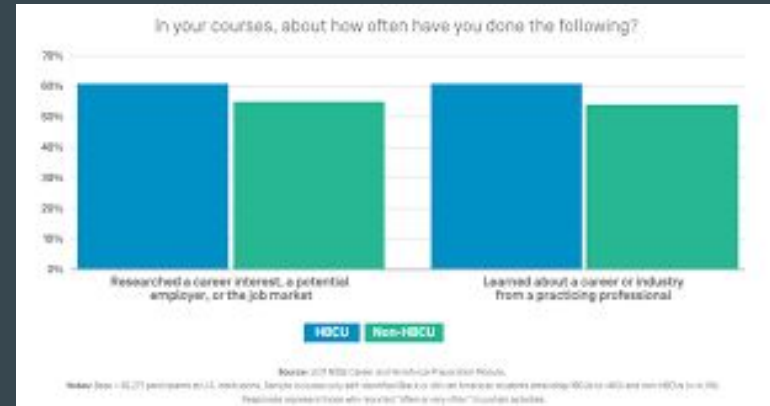
Career Fairs



- Career Fairs Benefits
 - Face-to-Face Meeting
 - Personal Networking
 - Knowledge about the company
 - Opportunity to meet multiple business
- Statistics on Career fairs
 - “Last year, 80% of survey respondents indicated that they expected to extend one or more job offers as a result of the career fair” (Recruit Ilitary 2022)
 - “Career fairs are one of the most frequently provided services by college career centers, as 91.7 percent reported hosting at least one career fair in 2017-18, according to results in NACE’s 2018-19 Career Services Benchmark Survey Report for Colleges and Universities”(National Association of Colleges and Employers 2019)

Career Fairs being at HBCU

- Historical Black Colleges and Universities (HBCU)
 - Created for the black community who were discriminated against at colleges and universities. These schools are created for black students to feel accepted and not stress about being discriminated against.
- Career fairs being brought to HBCU
 - For companies that have new pool of candidates
 - Helps fix the issue of companies that are not racial diverse
 - Students who attend HBCU are incredible candidates for a workplace



LinkedIn

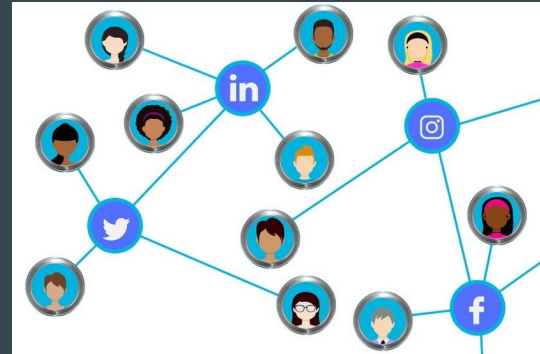
Introduction: Using LinkedIn and creating a profile

Importance: Why using LinkedIn is important in the business world

- Connect and follow people across the world
- Learn new information and stay up to date on news

Groups Tab: Virtually networking with others across the world, particularly for minorities

- Connecting with people from the same background
- Sense of community: advice, support, job opportunities



Effective LinkedIn Profile and Connections



Joyce Guan West (She/Her) · 2nd

Career Coach, Leadership & Executive Coach, Interview Coach, Resume & LinkedIn Profile Writer, Business Coach. Speaker & workshops. 🌟 Coach for ambitious leaders who like to win, Asian Americans, BIPOC & women.

Talks about #founders, #careercoaching, #businesscoaching, #impostersyndrome, and #executivecoaching

San Francisco Bay Area · [Contact info](#)

21,055 followers · 500+ connections



1 mutual connection: Matthew Gill

+ Follow

Message

More

Providing services

Executive Coaching, Resume Writing, Career Development Coaching, Interview Preparation, Leadership Dev...

[See all details](#)



Coaching With Empathy



University of California, Berkeley

SmartWomenPartner.com

2022 List of Influential African American Business & Corporate Women You Should Follow On LinkedIn

Nominate a Businesswoman



Final Thoughts

- This is just the beginning of our research, as we strive to work hard to create more solutions to this ongoing issue. Every workplace should be racially diverse and everyone should feel accepted and heard, as everyone's voice is important. Our group of our researchers will work to spread the word on the importance of racial diversity in the workplace. Thank you all for your time and considerations!
- Any questions?



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